



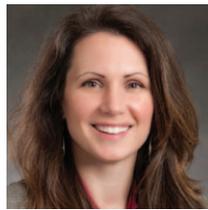
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# INVITECHANGE TEAM EXCELLENCE

## Why Choose inviteCHANGE?

Our leaders were bold champions for coaching from the beginning. Coaching emerged in the early 90's as a distinct field of practice in North America. We contributed thousands of volunteer hours to clarify and articulate the standards for coach demonstration competency as well as approaches for a curriculum to ensure consistency and excellence while supporting the unique artfulness of each coach trained.

We sustain our roots today as volunteer leaders at the global and local level for the International Coach Federation. All of our team members are ICF Credentialed Member coaches with our customer-facing solution providers also contributing as Certified Mentor Coaches, Accredited Coaching Supervisors and Program Leaders. This breadth and depth of experience and expertise delivers innovations for coaching training, advanced coach development, coaching services and the application of coaching in organizational settings.



## **Bold Commitment to Excellence**

Over the past 20 years, inviteCHANGE has trained thousands of individuals to become professional coaches and to apply a coach-approach as leaders in organizations. We listen to understand what you want and deliver the learning and development that supports every person to be effective in bringing people together, to rally behind the cause and generate leadership that yields consistent, positive results for people in any context of life as well as teams and entire organizations.

inviteCHANGE as an organization, is a champion for personal and professional sovereignty so that people pursue empowered choices and act from integrity and with response-agility.

## **Learning that Drives Thriving**

The empowering outcome of generative coaching occurs when individuals choose authentically for self, from the inside-out. Whether at home with family and friends or in the workplace, our choices for how we show up and engage with others is central to our satisfaction. Generative coaching imparts awareness, clarity and alignment within so every person learns how to create an environment of acceptance, trust, curiosity, open-minded listening and well-grounded decision-making. It is a way of being we call, Generative Wholeness.

When individuals access a dynamic capacity to originate, create, learn and produce results - in other words, be generative - we liberate potential. Combining this with wholeness, the freedom to express our authentic self, yields an ability to embrace change and diversity with new behaviors and skills that foster productivity, innovation, civility and effectiveness in every part of our lives.



## Our Learning Philosophy

To generate sustainable change that improves satisfaction, fulfillment and performance, people must engage each other differently than tradition suggests. The engagement required today is a process that requires bold and creative behavior that enables others to move past limitation. Each of us is a leader, and when we accept that each person is whole, capable, resourceful and creative we invite more engagement through play and purpose. This mindset creates the climate for others to liberate potential. Liberating potential creates a breakthrough that is generative and flows from a well of energy and possibility that springs from within. It manifests itself as a clear and conscious presence that is fearlessly creative and unconditionally curious. It is a purposeful choice. Through the experiences of our lives, we gain perspective. When we engage with each other in a mutual learning environment catalytic insight generates and we feel enlivened.

## Experiential Learning Environments

Our learning environments are created with great intention. We foster alignment and action that increases the level and availability of individual engagement. Everything experienced in a course room is immediately applicable in daily life, at home or the workplace, because we are focusing on human relating and communicating. The interaction with peers and program leaders allows for practice, feedback and reflection that results in each person becoming a confident agent and navigator of personal and professional change. The environment is safe for exploring and choosing to break old patterns of behavior and belief so individuals may choose to engage life from wholeness contributing all of our resourceful, capable and creative strengths to "Be the Cause" of the life we desire.



## Disciplined, Dedicated Delivery Team

Since 1997, we have delivered generative learning and coaching experiences for individuals, teams and leaders from the front line to the boardroom. Our work begins with each person to awaken awareness, gain clarity, move past limitation and restore access to his or her unique essence so that we thrive every day. To enjoy a meaningful, satisfying and inspiring life requires bold and creative leadership with ourselves and in how we engage others in life and the workplace. Participants transform both mindset and skill sets for relating and communicating. Each person receives highly personalized support. Live interactions occur in small, intimate cohorts of peers and outside of training sessions, through individualized personal coaching and program advising.

In order to deliver this experience for you, every team member must also be disciplined and dedicated to learning and self-awareness. We do walk our talk as the saying goes, modeling the being of coach consistently in every interaction with our participants.

### Coach Advisors

- We are intentional about creating a dialogue with every participant before a program begins. You will meet our Program Advisor, our Director of Training and a personal Coach Advisor who will be your guide throughout the learning experience. The series of interactions prior to enrollment are the time to explore whether you are enjoying how our program supports your personal and professional objectives. Once the program begins, your Coach Advisor who is an active, practicing ICF Credentialed Member coach is your personal resource for questions about the program flow



and requirements and, will also be your personal coach so that you have the direct experience of what you are learning from an accomplished, generative coach.

### **Program Leaders**

- To be qualified as a Program Leader, engaging with participants in the delivery of learning, individuals must earn and maintain an ICF Professional Certified Coach or Master Certified Coach credential status. In addition, all leaders engage in monthly coaching supervision along with at least ten hours of continuing education in generative coaching principles, models and techniques.

### **Certified Mentor Coaches**

- This is a designation earned by completing the inviteCHANGE advanced development program for Mentor Coaching Certification. Each person has demonstrated specific mentor coaching competencies to deliver effective development feedback and support for certification candidates at all three credential levels of the ICF. As with program delivery, these individuals also engage in monthly coaching supervision along with at least ten hours of continuing education in generative coaching principles, models and techniques.







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